

JumpStart - Employee driven action planning

JumpStart™ Action Planning uses focused ideation techniques to facilitate the creation of 75-100 unique ideas, from which participants prioritize 8-10 action “initiatives” and prepare an implementation plan, all within a single day.

Target audience: Employees at all levels, including Executive

Time required: 2/3 day (e.g. 9:00 - 3:00)

HOW IT WORKS:

- 25-100 managers and/or employees come up with ideas, and turn them into actionable initiatives in a highly interactive and fun workshop
- Facilitated ideation focuses on key employee engagement drivers identified directly from survey results
- TalentMap develops “real-life scenarios” from verbatim comments which act as stimuli for idea generation
- From the 75-100 generated ideas, participants select 8-10 high priority ideas to evaluate and turn into initiatives and develop into implementation-ready action plans
- TalentMap compiles all the action plan ideas and action plans into one document which can be used to finalize the comprehensive action plan





SAMPLE AGENDA

Arrival	8:45 - 9:00
Welcome and Introductions <ul style="list-style-type: none"> - Introduction and agenda. - Employee engagement at EIA refresher. 	9:00 - 9:15
A Day in the Life of Joanne <CLIENT> Employee <ul style="list-style-type: none"> - Divergent creative exercise (using collaging) to understand the impact of engagement issues on the individual. - Debrief, share and laugh. 	9:15 - 10:15
Health Break	10:15 - 10:30
Creating Action Ideas around Engagement Issues <ul style="list-style-type: none"> - Divergent creative idea generation. - Taskforces debrief on their issues. Present root causes and post first action ideas on wall. - Each table works through a theme. - PostAction Ideas Cards on the "Idea Wall". 	10:30 - 12:00
Lunch	12:00 - 1:00
Review Idea Wall and Prioritize <ul style="list-style-type: none"> - "Convergence" exercise (dots) to identify those which have merit and warrant further expansion, at least one idea per engagement issue. 	1:00 - 1:30
Evaluating High Merit Ideas <ul style="list-style-type: none"> - Workgroups select ideas in descending order of priority - PPCO Exercise: Pluses, Potentials, Constraints, Overcomming Constraints 	1:30 - 2:15
Developing Ideas into Action Plans <ul style="list-style-type: none"> - Workgroups develop ideas into action plans using Action Summary Sheets. Assign responsibilities and timelines. 	2:15 - 2:45
Final Thoughts and Wrap-up	2:45 - 3:00